

## **FINDINGS OF FACT BY THE 2019 SALARY COMMISSION**

**APRIL 16, 2019**

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2017 Edition), the Salary Commission hereby makes the following findings of fact in support of its decision to adjust the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu, said adjustments to be effective July 1, 2019:

1. The Salary Commission has the authority to annually establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney; designated appointed officials, including the managing director, deputy managing director, department heads, deputy department heads, and band director; and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. In order to streamline its annual review of salaries, the Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. §92-2.5 on January 29, 2019. The PIG provided its report to the Salary Commission on March 5, 2019, recommending a 3.5% salary increase for all elected and appointed officials, with the exception of the Deputy Medical Examiner, for which the PIG recommended a 13.85% salary increase.
3. The Salary Commission held a public hearing on the PIG's recommendations on April 2, 2019, at which time a member of the public provided both oral and written testimony and another member of the public provided written testimony.
4. To assist in its annual review of salaries, the Salary Commission solicited input from the City Council and City Administration and received testimony from the Department of Human Resources and the Mayor's Office. In arriving at its recommendations, the Salary Commission considered all testimony and data that were provided.
5. The Salary Commission finds that a 3.5% salary increase for all positions within its authority, except the Deputy Medical Examiner, is appropriate considering the duties and responsibilities of these positions.
6. Based on information provided by the Department of Human Resources, the Salary Commission finds that "inversion" of salaries continues to exist in certain departments, where the highest paid "exempt management" subordinate's salary is higher than the department head and deputy department head. However, the Salary Commission believes that remedying the inversion

incrementally over the years is in the best interest of the City and County of Honolulu.

7. The Salary Commission finds that a 13.85% salary increase for the Deputy Medical Examiner is warranted in order to avoid an inversion of salaries relative to subordinate Forensic Pathologists and to narrow a substantial pay differential relative to the Medical Examiner.
8. The Commission finds that the PIG's recommended salary adjustments are consistent with the principles of adequate compensation for work performed, and preservation of a sensible relationship with other city employees.

The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the City Council of the City and County of Honolulu this 16<sup>th</sup> day of April 2019.

  
KEVIN SAKAMOTO, CHAIR

  
BRIAN TAMAMOTO, VICE-CHAIR

\_\_\_\_\_  
MERLE KELAI

  
DIANE PETERS-NGUYEN

  
GUY TAJIRI

  
GERALD TAKEUCHI

\_\_\_\_\_  
CLAIRE YUEN